

https://etherpad...../etc19_xperiences

/etc
Aθήνα 2019

Title:

https://etherpad...../etc19_xperiences

Date:

October 2019

Created by:

Participants of /ETC Athens

Context:

This zine is an outcome of two workshops
—xperiences-in-a-box & women in technology
and DIT fanzine with free software —
held in /ETC Athens 2019.

Eclectic Tech Carnival (/ETC) is
a gathering of feminists who critically explore
and develop everyday skills and information technologies
in the context of free software and open hardware.

Link:

<https://eclectictechcarnival.org/>

Tools:

Etherpad, for collaborative real-time writing and editing

Inkscape, for cropping images

Scribus, for page layout

PDF booklet creator,

<https://gitlab.constantvzw.org/zine-machines/workshop-scripts/tree/master/booklet>

for turning A4 pdf into a ready-to-print booklet

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Nogartse

amateur software developer working in IT company
in the company only 2 women, the rest 18 are male people
exclusion because of language, amateurism
whatsapp group: they send images/memes *for fun*
that makes me feel uncomfortable
vintage porn as gifs
memes mostly with girls in bikini
"how is possible this to be their working space"
Nogartse doesnt reply/talk with them in the chat.
"How can I express as a person in this group?"

Enial

Hackerspace
Never managed to participate
Always the assistant
in a project i had to document their work
but without being explained
Can you help me?? Why?
Not a collaborative process
they were never engaging me
we can collaborate with artists but we
are not artists,
so they wanted me to be a mediator with artist
Difficult. The role of the assistant and mediator
i was perceived as a woman
oh wow, you know how to do this!
culture of nerds
i was alone and i wanted to do the project with them



Porcupine

i'm a software developer

when i finish my master degree and went to have a job

I was looking for a job

There was an event

"startup speed dating"

all the startups explain first what they do and what they look for

I thought this was a professional event

there was one company that show an slide of a woman in
underware, and they said

we're looking for ppl that knows php and looks like this

"If you look like this: please come talk to us"

i considered to talk with them but i didn't want to spend
my time with that and rather spend time actually for a job

I still remember how I felt when I saw that

it was in switzerland in a famous university



Czas

As a worker, I worked as a developer in France

I was not treated not equally

But I never integrated

The only woman in eight people. They went double and the percentage was the same

2 women and 14 men?

Because I was an immigrant, younger, woman, and led a very different life. It didn't really fit

As a user... the last 15 years I use unisex usernames & avatars, so in a forum-thread-social media, they assume that I am a guy

When they realize I am a woman,

they change the way they speak to me.

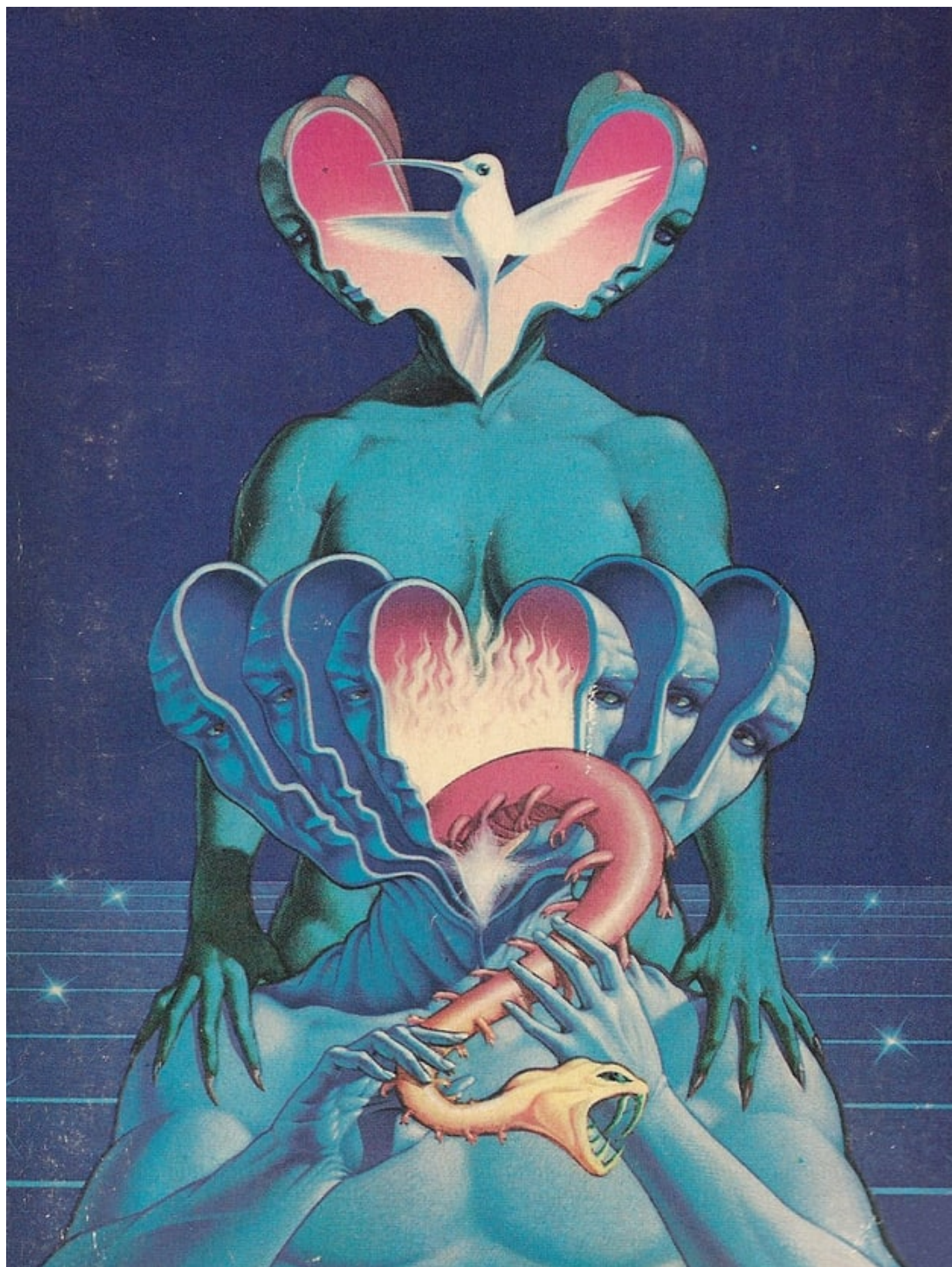
speaking more with a tone down, but still aggressively

& more condescending/patronizing

He pm-me while publicly fighting to try to maybe meet?

He was also a nationalist. Worst kind of person.

I would never want to meet with a person like that.



Anarcoma

One of my first experiences

When I started to live in a university

in a project about gender and technology, free software

I made workshops with different feminists

I was an immigrant

Being underpaid

sign with other people for all the projects

They started to make normal contracts to guys,

interns got paid for my job

they made a little documentary about the project and

I was nowhere visible

they made me disappear

all the feminist group that we were working with

all these guys were working with gender and technology

Gud

Organising a feminist workshop for university

we were not paid

Workshops about weapons in the night for women, intersex

We didn't want to do it like a mix, we didn't want to have men

university said that we were discriminating them

transsexual could also not be there - because...

it is their own fight - it is another fight.

The university wanted to say that

they "are doing the feminist workshops"

The woman said transsexual is another fight

we wanted to make these workshops for the students,

but we didn't want the university to say that

"they" were doing these workshops

In the end the workshop wasn't official (?),

so we weren't paid for the workshop, only for the materials



Bob

In every environment, hackerspace, job
I always feel excluded
Even in a bar, if they have a technical conversation
they dont listen. It's like I'm not there
In jobs, they want to "hire" a woman,
but the things I was proposing...
they were saying --yea yea-- but they didnt do anything
there was no onboarding,
so it was hard to get into the workflows
zero communication, zero documentation to help me develop
I had a stalker in a physical political space -
we were talking about technology
I told him I am going in another continent
when I arrived there, I didn't feel welcome later I found out,
the stalker had gone there, and told some stories about me
I feel they don't understand what they are doing wrong
I was tryng to "seem" more masculine

open discussion

I started to be less kind, authoritative in my speech

[to "seem" more masculine and be taken seriously]

-I try to find bridges, other languages with a common ground

I try to find "other languages

I think is a very serious problem

even if you havent experienced it yourself

I testimony, how computer science men can treat others

male "block"

They measure the gender.

Masculisation

All my life I try to be more masculine, cause I try to avoid

problems and abuse

What was considered feminine, was getting me in trouble

Its not just one story.

The suffering is real

It affects a lot, it can generate trauma. You need to get

imaginative so that you dont try on dying

It makes me so mad

They dont value good work.

ttengam

I am a testimony of 2 people that talked already.

I am a computer scientist

I'm fine with all pronouns

and work with electronic circuits

we have several stories from several projects,
as feminists there

In our group we are 2 women and 1 non-binary.

The rest are cis male

I have a problem with a colleague who acts like a boss

Sounds not serious when you say it, but when you live it,
its violent

He has two ways of treating me, depending

if I dress feminine or masculine

He treats men and women differently

either he wants to fuck me, or he wants to beat me,
either as a buddy, or belittle me

Anyway he treats me as a child, as I am stupid

When I tell this story, my friends tell me

"you have to understand where he comes from"

and i do, everyone has trauma, right?

He had an issue for us to come here

One day before we are leaving he ("the boss")

wrote a long email asking

why we are going there and doing this (coming here)

I take a breath and reduce myself, saying sorry, explaining

I'm trying to explain him what we do

he maybe feels he is not included here

what he is doing looks like

the initial stage of an abusive relationship

He published in the newspaper about the laboratory,
without telling us

we have a problem because we have different principles

We have different views about the principles

---Have you thought to sue this person?---

harassment

he says I have thoughts I say what kind of thoughts,

he answers no, no nothing

--it's manipulation--

it's too vague to fit under any legal definition,

anyway I don't think legal action should be taken

The project was horizontal but

now this guy takes all the responsibility



shara

mainly male cis people

men's playing

he stole 15 min of my life

we lose so much energy

he wanted to brag about his old app

I was about to build a period tracking app and this guy

listened to my talk and

he told me what I should say

he was trying to give me "his advice" about how to make
the best app

Makes me angry

glas

Conference about free software

he clearly didnt read my arcticle

mansplaining my article to me -You are young!.

he said

somebody else - another organiser-

asked sorry for the other guy

and check if I am ok



dog

a small fact about a conference

3 years ago at software conference

you have a party, you have to wait in a big queue

a man was asking technical questions because the bar

was only open to conference visitors, You have to be selected

When I arrived: -"are you the wife (!) of that person?"

and I said I am a developer and the guy felt ashamed

During another conference, I invited a guy,

conference in a university

I did my talk, and when it finished, in an informal meeting

also with people from the hack lab,

speakers asked to other speakers

Did you fall in love with her?

The question was "Are you here, because you fell in love? "...

Why do you ask this?

I have nothing to answer in that moment. The other guy

answered really fast

I was not prepared

kiki

we should have a manual, how to answer

colleague - software development

they way he was commenting was terrible

offensive on github

I asked : can you be more constructive in your comments

He says: English is not my native language,

I don't know how to speak to ladies...

Discrimination can come also from other women

Native english speakers look up

also discrimination to the global south



